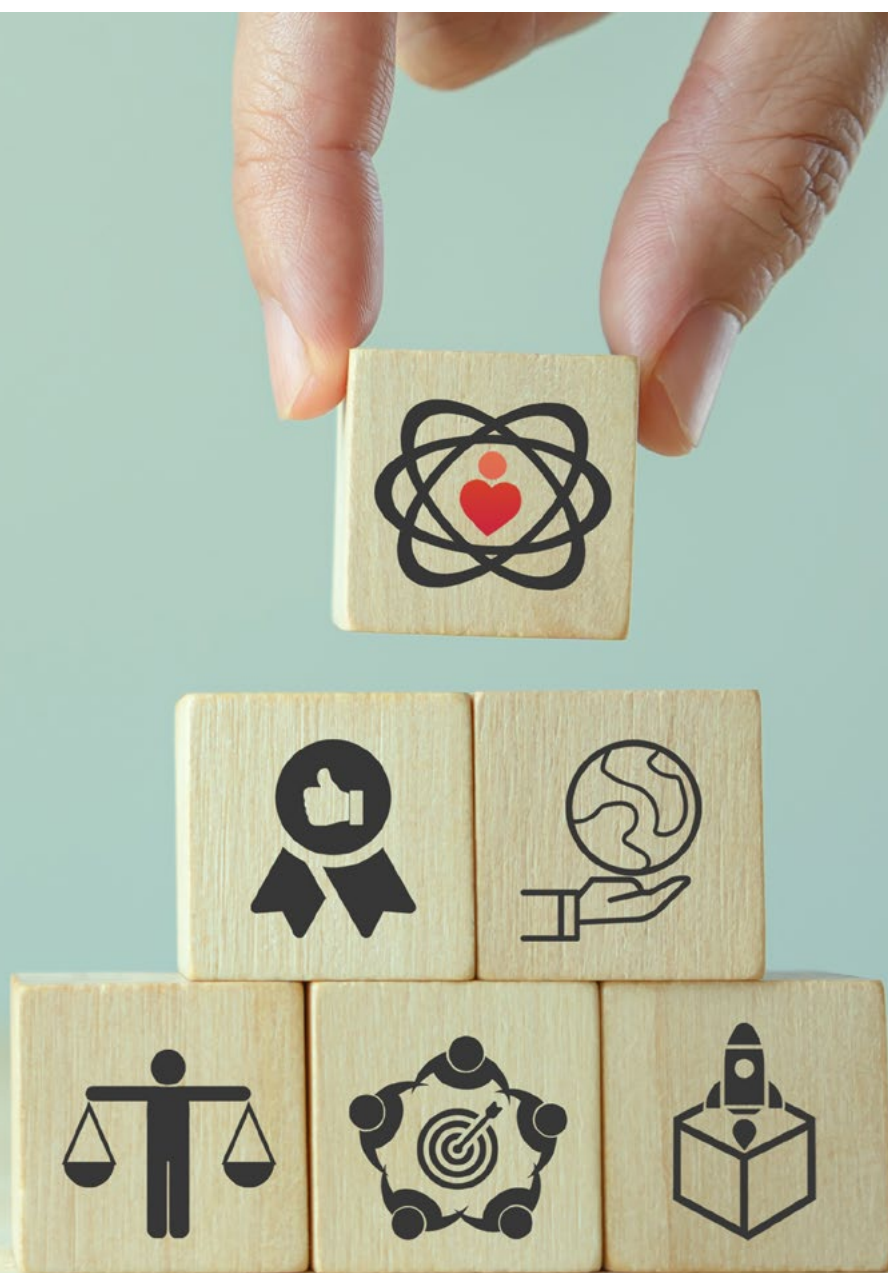


Biotage Supplier Code of Conduct



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1. Introduction

HumanKind Unlimited™ is aimed to describe our ambition to contribute to sustainable science with the goal to make the world a healthier, greener and cleaner place. This means that we have high standards when it comes to both sustainability and business ethics.

Ensuring the principles of sustainable development in our supply chain is a big part of this goal and therefore very important to us. We expect our Suppliers to fully comply with applicable laws and regulations and to adhere to internationally recognized environmental, social, and corporate governance standards (ESG standards) presented in section 4. These standards are based on the ten principles of the United Nations Global Compact initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization, the Declaration on Fundamental Principles and Rights at Work. We also encourage our Suppliers to establish their own code of conduct to a similar high standard and use their best efforts to implement these standards with their Suppliers and subcontractors.

The principles set out in this document are minimum requirements. Suppliers must always comply with applicable international and national laws, regulations and conventions. If these requirements are stricter than the ones set out in this Supplier Code of Conduct, they shall prevail.



2. Policy - The Environmental, Social and Corporate Governance

2.1 Environment

We expect you as our Supplier to:

- » Comply with all applicable environmental, health and safety laws and regulations as they develop over time.
- » Promote the safe and environmentally sound development, manufacturing, transport, use and disposal of your products.
- » Ensure that product quality and safety meet the applicable requirements by using appropriate management systems.
- » Protect your employees' and neighbors' life and health, as well as the general public at large against hazards inherent in your processes and products.
- » Use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water and soil.
- » Minimize your negative impact on biodiversity, climate change and water scarcity.

2.2 Social

We expect you as our Supplier to:

- » Support the protection of internationally proclaimed human rights, fight forced labor (including modern slavery and human trafficking) and child labor.
- » Uphold the freedom of association and the right to collective bargaining in accordance with applicable laws.
- » Treat your employees with respect and provide a workplace free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices, or discrimination.
- » Enable your employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.
- » Comply with minimum wages and working hours in accordance with local laws, and ensure compensation of a living wage according to local living conditions.

2.3 Governance

We expect you as our Supplier to:

- » Abide by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- » Consider business integrity as the basis of business relationships.
- » Prohibit all types of bribery, corruption, and money laundering.
- » Forbid gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- » Respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.
- » Implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.

You may acknowledge the principles stated above or demonstrate your commitment via compliance with your own Code of Conduct or company policies that embrace these standards.

Biotage may request to conduct/perform audits or assessments to ensure your compliance with our Supplier Code of Conduct and will take appropriate steps regarding our relationship with you if there is a reason for concern.

Biotage expects improvement in the areas where a Supplier fail to adhere to international principles, or display patterns of non-compliance with these standards. Neglect or failure to improve will damage your relationship with Biotage, severe breaches may cause instant action.

3. Document information

3.1 References

United Nations Global Compact www.unglobalcompact.org

United Nations Guiding Principles on Business and Human Rights https://www.ohchr.org/sites/default/files/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

ILO International Labor Standards www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm

ILO Declaration on Fundamental Principles and Rights at Work <https://www.ilo.org/declaration/lang--en/index.htm>

3.2 Abbreviations/Definitions

Document specific definitions are listed in the following table:

Abbreviations used	Definition
ESG	Environmental, Social, and Corporate Governance
ILO	International Labour Organization

